

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

EPA (and below)

For 3rd Quarter 2016 for period ending June 30, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016Thru06-30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	64	79	62	48	58	69
Number of Complainants	61	77	59	45	57	68
Repeat Filers	3	2	3	3	1	1
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016Thru06-30
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	25	40	22	23	25	27
Color	10	13	7	10	11	11
Religion	2	9	4	3	5	6
Reprisal	39	44	31	28	30	49

Sex	29	42	27	14	27	28
PDA	0	0	0	0	0	0
National Origin	10	13	12	10	11	12
Equal Pay Act	2	1	1	1	2	2
Age	21	37	22	22	28	33
Disability	24	25	19	18	18	26
Genetics	0	0	0	0	1	0
Non-EEO	1	8	7	6	6	6
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016Thru06-30
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	1	5	5	7	5	5
Assignment of Duties	12	12	5	5	16	8
Awards	2	5	0	3	4	1
Conversion to Full Time/Perm Status	0	2	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	3	2	3	6	2	6
Suspension	3	2	6	4	0	7
Removal	1	2	0	3	2	3
Letter of Warning	0	0	0	0	0	1

Duty Hours	3	3	2	0	0	1
Perf. Eval./ Appraisal	11	21	9	5	5	14
Examination/Test	1	0	0	0	0	0
Harassment						
Non-Sexual	30	32	22	19	28	36
Sexual	1	1	2	1	3	1
Medical Examination	0	0	0	0	0	0
Pay including overtime	4	4	1	0	1	3
Promotion/Non-Selection	18	26	10	8	5	6
Reassignment						
Denied	3	3	0	2	3	0
Directed	1	5	2	2	1	6
Reasonable Accommodation Disability	8	7	9	3	4	7
Reinstatement	0	0	0	0	0	1
Religious Accommodation	0	0	0	0	0	0
Retirement	0	2	1	2	1	1
Sex-Stereotyping	0	0	0	0	0	0
Telework	0	0	0	0	0	2
Termination	9	5	4	1	1	3
Terms/Conditions of Employment	10	19	12	11	10	12
Time and Attendance	6	18	7	2	8	5
Training	4	11	2	6	6	1

Other						
User Defined - Other 1	0	0	0	0	0	0
Other	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016Thru06-30
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	274.33	326.57	311.07	245.08	257.40	201.65
Average number of days in final action	450.95	410.06	199.33	290.41	322.31	360.53
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	263.57	324.42	314.44	249.50	259.25	211.78
Average number of days in final action	0	326.57	35.00	12.00	36.00	23.75
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	312.00	328.83	306.58	233.87	253.36	200.86
Average number of days in final action	449.95	467.50	218.88	375.08	607.62	909.00

Complaints Dismissed by Agency			Comparative Data											
			Previous Fiscal Year Data								2016Thru06-30			
			2011		2012		2013		2014				2015	
Total Complaints Dismissed by Agency			6		10		6		9		6		6	
Average days pending prior to dismissal			441		212		123		258		99		107	
Complaints Withdrawn by Complainants														
Total Complaints Withdrawn by Complainants			3		12		19		3		8		7	
Total Final Agency Actions Finding Discrimination			Comparative Data											
			Previous Fiscal Year Data										2016Thru06-30	
			2011		2012		2013		2014		2015			
			#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings			0		0		0		1		1		0	
Without Hearing			0	0	0	0	0	0	0	0	0	0	0	0
With Hearing			0	0	0	0	0	0	1	100	1	100	0	0

Findings of Discrimination Rendered by Basis	Comparative Data											
	Previous Fiscal Year Data										2016Thru06-30	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		1		0		1		1		0	
Race	0	0	0	0	0	0	1	100	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	100	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	1	100	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	1	100	0	0	0	0
Disability	0	0	0	0	0	0	0	0	1	100	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		1		1		0	

[illegible]

Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		1		1		0	
Appointment/Hire	0	0	0	0	0	0	1	100	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Letter of Warning	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	1	100	0	0

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status			Comparative Data									
			Previous Fiscal Year Data					2016Thru06-30				
			2011	2012	2013	2014	2015					
Total complaints from previous Fiscal Years			61	59	87	87	87	101				
Total Complainants			48	52	79	82	78	91				
Number complaints pending												
Investigation			51	20	11	3	1	10				
ROI issued, pending Complainant's action			0	3	3	0	0	0				
Hearing			36	38	59	65	68	58				
Final Agency Action			19	12	22	20	20	34				
Appeal with EEOC Office of Federal Operations			4	8	15	13	14	38				

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016Thru06-30
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	70	31	22	3	2	11